

Hispanic Employment Program

Objectives

- o Increase the representation of Hispanics at all grade levels and all occupational series with particular emphasis on grades 13 and above.
- o Ensure Hispanics receive consideration and are selected for training, career enhancing details and assignments.
- o Strengthen HEP communications and networking DA-wide facilitating and increasing the representation of Hispanics.

Initiatives

1.RECRUITMENT

Objective: Senior Executive Service (SES): Expand current recruitment efforts

Objective: Utilize Presidential Management Intern (PMI) Program)

Objective: Utilize Component Development Programs (intern programs, e.g. acquisition, financial management, and personnel management programs, etc).

Objective: Utilize Student Employment Programs

Objective: Persons with Disabilities and Disabled Veterans: Encourage the recruitment of Hispanics with disabilities, including disabled veterans.

Objective: Establish partnerships with Hispanic Association of Colleges and Universities (HACU)

Objective: Increase outreach to Hispanic Serving Institutions (HSIs)

Objective: Community and National Organizations: Participate in and support community relations activities, meetings, national conferences, and job fairs that emphasize the employment of Hispanics.

Objective: Ensure representation on Selection

Objective: Increase GS-13 and Above

2.DEVELOPMENT

Objective: SES Development

Objective: Participation in Defense Leadership and Management Program (DLAMP)

Objective: Utilize Executive Leadership Development Program (ELDP):

Objective: Encourage participation in Component Development Programs (on-the-job training opportunities, classes, formal development programs, bridge positions and other developmental opportunities).

Objective: Utilize Developmental opportunities.

Objective: Establish and utilize Army-wide Mentoring Programs

3. RETENTION

Objective: Agency-Based Retention Incentives (i.e. retention allowances, quality step increases, performance and incentive awards, etc.)

4. HISPANIC EMPLOYMENT PROGRAM

Objective: Ensure compliance with Army-wide Program Management Policy

Objective: Ensure compliance with reporting requirements and develop program action plans